



Plug Power is driving the global transition to a sustainable, low-carbon energy future by advancing the hydrogen economy. Our core mission is to develop and deliver end-to-end hydrogen solutions, including production, storage, distribution, and utilization technologies, that significantly reduce carbon emissions and help businesses across multiple sectors achieve sustainability and energy efficiency objectives.

Recognizing the environmental implications of our operations, Plug Power is firmly committed to integrating environmental stewardship into every aspect of our business. As part of our adherence to ISO 14001, we commit to:

- **Environmental Protection and Compliance:** Protect the environment, prevent pollution, and comply with all applicable environmental laws, regulations, and other requirements.
- **Climate Action:** Support the global transition to a net-zero economy by reducing greenhouse gas emissions, improving energy efficiency, and advancing renewable hydrogen solutions that enable decarbonization.
- **Circular Economy and Resource Efficiency:** Promote sustainable resource use by prioritizing recycling, recovery, and reuse, including precious metal recovery and circular supply chain practices.
- **Continuous Improvement:** Establish, maintain, and continually improve our Environmental Management System (EMS) in alignment with ISO 14001, identifying risks and opportunities to enhance environmental performance.
- **Employee Health, Safety, and Engagement:** Provide safe, healthy, and environmentally responsible workplaces, and empower employees, contractors, and suppliers to actively support Plug's environmental objectives.
- **Stakeholder Collaboration:** Work with customers, communities, regulators, and other stakeholders to advance shared sustainability goals and enhance climate resilience.

At Plug, we believe that environmental responsibility and sustainable innovation are essential to our business success and global leadership in hydrogen and fuel cell solutions. Our commitment ensures that we not only meet but also exceed stakeholder expectations, driving meaningful progress toward a resilient, sustainable, and carbon-free world.

Directors, management, and supervisory staff have responsibilities for implementing the policy and must ensure that environmental issues receive adequate consideration in the planning and day-to-day supervision of all work. All employees and subcontractors are expected to cooperate and assist in the implementation of this policy while ensuring that their own work, so far as reasonably practicable, is performed without risk to themselves, others, or the environment. This includes cooperating with management on any environment-related matter. The Directors hold overall responsibility and accountability for environment matters.

A handwritten signature in black ink, appearing to read "A Marsh".

Andy Marsh, CEO & Executive Chair of the Board of Directors
Plug Power Inc.

